

GOVERNMENT OF TELANGANA
ABSTRACT

Labour, Employment, Training & Factories Department – Telangana Shops and Establishments Act, 1988 – M/s. GMR Hyderabad International Airport Limited, Hyderabad – Exemption from certain provisions of the Telangana Shops and Establishments Act, 1988 – Extension of exemption for a further period of two (2) years with effect from 29.09.2024 – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No. 211

Dated: 19-05-2025

Read the following:-

1. G.O.Rt.No.466, L.E.T. & F. (Lab-I) Department, Dated: 12.10.2022.
2. From the Chief Human Resources Officer, M/s. GMR Hyderabad International Airport Ltd., dt: 16.07.2024.
3. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H2/4451/2019, Dated: 22.10.2024 & 07.02.2025.

ORDER:-

In the G.O. 1st read above, exemption was granted to M/s. GMR Hyderabad International Airport Limited, Hyderabad from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 and 68 of the Telangana Shops and Establishment Act, 1988 for a further period of two (2) years w.e.f.29.09.2022, subject to the conditions laid down therein.

2. In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letters 3rd read above, Government after careful examination of the matter hereby decides to grant exemption to M/s. GMR Hyderabad International Airport Limited, Hyderabad from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 and 68 of the Telangana Shops and Establishment Act, 1988 for a further period of two (2) years with effect from 29.09.2024 subject to certain conditions.

3. Accordingly, the following notification shall be published in the Telangana State Gazette:

NOTIFICATION

In exercise of the power conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act 20 of 1988), the Government of Telangana hereby grant exemption to M/s. GMR Hyderabad International Airport Limited, Hyderabad from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 and 68 of the Telangana Shops & Establishments Act, 1988 (Act No.20 of 1988) for a further period of two (2) years with effect from 29.09.2024, subject to following conditions namely:-

- I. Every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
- II. Weekly working hours for an employee shall be 48 hours. For the Work done beyond 48 hours, employee is entitled to overtime wages.
- III. Every employee shall be given a weekly off.
- IV. Every employee shall be given compensatory holiday in lieu of attending duty by him/her on a notified national /festival holiday with wages under provision to sub section (2) of section 31 of the Telangana Shops and Establishments Act, 1988 if they work on notified holidays.
- V. The management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.

....Contd.2.

- VI. The Organization shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No. / Mobile No. etc of the drivers shall be available with the respective companies.
 - VII. The Schedule and route of the pick up and drop shall be decided by the supervisory Officer of the company on every Monday (If the Monday is the holiday next working day in a week). In case of exigencies change of drivers /routes /shifts shall be allowed only with the prior knowledge of supervisory officers/employees.
 - VIII. The telephone number particularly mobile phone numbers and addresses of the women employees shall not be disclosed to unauthorized persons.
 - IX. Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
 - X. It is desirable that the company shall randomly check the vehicles on various routes.
 - XI. Company shall have a control room / Travel desk for monitoring vehicle movements.
 - XII. The Company shall maintain the records and furnish returns as prescribed by the State Government under Ease of Doing Business for time to time.
4. The exemption granted under para-3 above of this order, may be revoked at any time without prior notice.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

M. DANA KISHORE
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Commissioner of Printing and Stationery & Stores purchases,
Chanchalguda, Telangana, Hyderabad.
The Commissioner of Labour, Telangana, Hyderabad.
Copy to
The Special Secretary to C.M.
The Chief Human Resource Officer,
M/s. GMR Hyderabad International Airport Limited,
GMR Aero Towers, Rajiv Gandhi International Airport,
Shamshabad, Hyderabad-500 108.

SF/SC

// FORWARDED :: BY ORDER //

SECTION OFFICER